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ABSTRACT

A study was conducted to gather follow-up data on inmates who were graduated from vocational education programs in the Ohio Central School System in 1979. During the study, researchers examined the parole records of 650 inmates who successfully completed and were graduated from vocational programs in seven penal institutions in the school system. Based on usable information that was gathered concerning 589 of the 650 cases, it was determined that 73 percent of the graduates were employed. Seventy percent of those who found employment in their field of training were characterized as maintaining steady employment; only 43 percent of those employed in jobs other than for which they had been prepared in prison managed to maintain any steady pattern of employment. Overall, 75 percent of the graduates achieved final release from parole. Based on these findings, it was concluded that vocational education appears to have a positive effect on the employability of paroled inmates. In addition, vocational graduates seem to demonstrate a low incidence of returning to prison while on parole. (MN)

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A FOLLOW-UP STUDY OF VOCATIONAL EDUCATION GRADUATES FROM THE OHIO CENTRAL SCHOOL SYSTEM DURING FISCAL YEAR 1979

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Final Report

July, 1983

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SECTION I

THE STUDY AND ITS SETTING

For the past several years professional practitioners in the criminal justice system, particularly in corrections, have pointed to the viability of vocational education as an integral component of the rehabilitation process. The rationale for including vocational education as a part of the overall treatment process needs little justification to anyone familiar with the demographic data of incarcerated persons. Intake records will generally show poor educational backgrounds and unemployment or underemployment at the time of commitment. Conversely, intake records only infrequently show evidence of completion of any formal vocational or occupational training. If, on one hand, the assumption can be made that persons who complete formal vocational training programs tend to not wind up in prison, then perhaps on the other hand the assumption can be extrapolated to suggest that inmates who complete formal vocational training programs while in prison may face a reduced likelihood of returning to prison. Obviously, this is a delicate and guarded proposition, owing to the several intervening variables affecting the latter group. Nevertheless, the feeling persists that vocational training programs in prisons can and do have an important role in the rehabilitation process and the issue of recidivism, as well.

The Ohio Department of Rehabilitation and Correction has long advocated the inclusion of vocational training as a part of its statewide education programs in institutions. The Department, referred to henceforth as O.D.R. & C., was granted a full school charter by the Ohio Department of Education in April, 1973, after several years of operating under various special purpose school charters. Approximately twenty-five vocational programs were in operation at the time of the chartering in 1973. In the ensuing years, the number of approved (by the Division of Vocational Education, Ohio Department of Education) programs has doubled. This growth was facilitated largely by the infusion of federal funds, now no longer available. Notwithstanding, the expansion of vocational offerings within O.D.R.&. C. has not kept pace with the rapidly growing incarcerated population in the state. In 1983, on any given day, a check of the records will show less than five percent of Ohio's incarcerated population in state prisons enrolled in approved vocational training programs. Yet further checks into the demographic data could establish that a far greater percentage of inmates could benefit from vocational education; the figure could run as high as fifty percent.

Certainly one reason for the lack of expanded vocational programming in O.D.R. & C. is funding. For anyone involved in state government in Ohio in 1983, this precept needs no further explanation. One specific reason for the

funding shortage, however, may well be that while many share the notion, feeling, or conviction that vocational education does make a positive contribution to the rehabilitative process, very little data has been presented to substantiate this belief.

Having little hard data at hand has been a hindrance to the operation of correctional vocational education programs from the central office level down to the institutional education office level and even down to the individual program level. In the public schools much effort goes into the follow-up tracking of vocational graduates. Though this is not an especially easy task for professionals in the public schools, it is considerably less difficult and complicated than in the correctional setting. Nevertheless, educational administrators in the public schools utilize follow-up data to determine efficacy of vocational programs, where to cut back, and where to expand. Moreover, follow-up data helps the individual vocational teacher to monitor the on-going relevance of the curriculum content of his/her program. The lack of any assembled meaningful follow-up data in corrections makes similar administrative and teaching decisions considerably more difficult. Moreover the lack of useable follow-up data on vocational graduates makes the acquisition of additional outside funding sources (particularly through the Ohio Department of Education) extremely difficult. In this era of very tight public dollars

additional funding of even current, let alone expanded, correctional vocational education programs is simply not likely to occur unless it can be shown that such programs do, in fact, make a difference.

In the public schools the tracking process involves considerably delineated standards. Though thousands of vocational students complete training programs in Ohio each year, the first significant delineation lies in the fact that they come from specific comprehensive high schools, career centers, or joint vocational schools. This quickly breaks down the overall vast number of graduates into much smaller, more manageable units for follow-up purposes. Generally, the graduates of a given school are broken into even smaller units by program area. Therefore, a teacher may have relatively few (i.e., 10-20) students to track. Moreover, the vocational graduates from the public schools tend to stay put, for a time anyway, making follow-up data much more accessible. Even if they leave a locality, their families will likely remain, representing a reliable back-up source of information. Since all students graduate from vocational programs in the public schools as a group at one time of the year, the time frame of annual comprehensive follow-up efforts is considerably simplified. A final point to consider - and this may be argued by some - is that vocational graduates from the public schools may be more willing to cooperate with follow-up efforts tracking their progress and more honest about

it as well than graduates of vocational programs in corrections.

It is obvious that few of the expediencies to follow-up efforts outlined in the preceding paragraph are available to administrators and teachers of correctional vocational programs. Inmate vocational students graduate at various times year-round. They may or may not remain at the same institution following graduation. They may or may not be paroled shortly after graduation. They probably will not remain in the vicinity of the prison upon release. Though they will possess newly-acquired vocational skills they will still be hindered by their past educational, employment, and now criminal records. Presently they are competing for jobs in a depressed job market against both recent public school vocational graduates as well as experienced skilled workers who do not have records. Finally, once released, they may well be reluctant to provide any information which will link them to their past. Too, as unsalient as it may sound, the integrity of responses they may make would have to be taken into consideration as well.

Recognizing these considerable obstacles, yet further recognizing the great need to obtain some kind of useable follow-up data, the researchers proposed to design and carry out this study.

SECTION II

PROCEDURE

Few convicted felons in Ohio serve their complete sentences. Instead most will leave prison through the parole process. In general, parolees will remain under the supervision and jurisdiction of the Ohio Adult Parole Authority for at least one year. The researchers recognized that this process further results in a central repository of individual records and data which could yield relevant information for vocational follow-up purposes.

The researchers approached the Educational Administrator in the central office of the Ohio Department of Rehabilitation and Correction (O.D.R. & C.) with their research proposal to review parole records to gather data which could be useful for vocational follow-up information. They first wished to establish a data base on a group of correctional vocational graduates. Second, though this was an ex post facto, descriptive study, not an experimental study, and therefore required no hypothesis, the researchers held to the rationale that vocational graduates would tend to show better, job-wise, than non-vocational graduate parolees if and when comparison data would become available.

Subsequent conferences between the researchers and the

Educational Administrator in the central office of the O.D.R. & C. resulted in the selection of the vocational graduates during Fiscal Year 1979 as the target population for this study. There were two reasons for this choice. First, after this particular year Adult Parole Authority record formats were changed and the new forms would not yield the type of job information needed for this study. Second, it was deemed that the time span (1979-1983) ought to be sufficiently long enough to have allowed nearly all of the F.Y. 1979 vocational graduates to have been paroled and through the parole process.

The Educational Administrator contacted the Directors of Education of each of the seven institutions which offered vocational education programs during F.Y. 1979 and requested that they provide the researchers with lists of all vocational graduates from that year. The Educational Administrator also assisted in arranging access for the researchers to the confidential case records maintained by the Adult Parole Authority. This access was further facilitated by the fact that one of the researchers had been formerly employed by the Adult Parole Authority and was still widely known in that division.

Further conferences between the researchers and the Educational Administrator also included the Supervisor of Research for the Adult Parole Authority. These planning sessions centered on refining the list of research questions to be answered by this study. The research questions finally

agreed upon were:

1. Were vocational graduates employed during the parole period?

2. Was the employment in the same (or related) field for which the vocational graduates were trained or was it in a different field?

3. What was the relative elapsed time between the vocational graduate's parole and his/her securing employment?

4. Was employment retained on a steady basis or was it short term and sporadic?

5. Was the employment in the private or public sector?

6. What was the overall performance of the vocational graduates in terms of final parole outcome?

7. What was the overall performance of the vocational graduates in terms of final parole outcome and employment status?

Lists provided by the seven institutional Directors of Education showed a total of 650 inmates who successfully completed and were graduated from approved vocational programs during F.Y. 1979. Originally, the researchers intended to do a sampling of fifty-percent of the population. After they began their serious inquiry and review of records, however, they decided to investigate the entire population. This decision to include the entire population of 650 vocational graduates eliminated the possibility of questionable generalizations through possible sampling error.

Thus established the researchers set upon the task of locating records maintained by the Adult Parole Authority on the 650 vocational graduates from F.Y. 1979. An index card including the relevant information sought was prepared

for each vocational graduate. Each case was individually located and duly tallied. The researchers accomplished this task over a six month period, working as their teaching schedules permitted. When they completed this phase of the study, they had useable information recorded for 589 of the 650 cases. Tables showing the disposition of the 589 cases which yielded useable information, along with the sixty-one cases which did not, are presented in the next section of this study.

SECTION III

PRESENTATION OF THE DATA

The focus of this section is upon the presentation and discussion of the data obtained from examining the individual parole records of the 650 inmates who graduated from approved vocational programs in the Ohio Central School System during Fiscal Year 1979. Insofar as this study was an ex post facto descriptive study, the researchers applied no statistical treatments beyond frequencies and percentages to the data. Seven frequency tables are shown and discussed on the following pages. It should be noted that in a few instances percentage columns may not total exactly 100 percent because of rounded figures.

EMPLOYMENT STATUS

Table 1 shows overall employment status for all vocational graduates by institution. The majority of vocational school graduates were employed, although in areas different than those in which they graduated. The important aspect is that they were employed. While only seventeen percent worked in jobs related to their training, fifty-six percent were working in unrelated jobs, for a combined total of seventy-three percent. Another five percent were classed as "Other," which meant in school, on welfare, or social security, or medically unable to work. Overall, twenty-two percent were unemployed during the parole period. While this figure is

higher than Ohio Unemployment rates in general, it may be lower than that for Ohio parole population overall.

As for the next three tables, "Unemployed" and "Other" categories have been removed. These tables relate only to the employed. They reveal certain data for total employed, employed in the same or related field of training received while in prison, and employed in different field than that in which trained while in prison. The total used in these tables then becomes 429.

Table 2 shows employment data by length of time required to find employment. This is shown for total and each institution separately. "Quick" refers to finding employment within three to four months after parole. "Late" refers to finding employment after four months. For all cases, three-fourths found employment quickly. For those in the same or related field, eighty-three percent found employment within a few months after parole. For those in different fields of employment, this figure was seventy-four percent. It is possible that these parolees first sought jobs in their areas of training, were unable to find them, and then settled for different types of jobs. This would account, in part, anyway, for the longer time length in locating jobs.

Finding employment is one thing. Keeping it is another. Table 3 shows employment data by steadiness. This is shown for total and each institution separately. "Steady" refers to keeping the job once obtained, or leaving it for another

TABLE 2

ELAPSED TIME BETWEEN PAROLE AND SECURING EMPLOYMENT
FOR THE EMPLOYED VOCATIONAL GRADUATES BY INSTITUTION

INSTITUTION	ALL CASES						SAME OR RELATED						DIFFERENT					
	TOTAL		QUICK		LATE		TOTAL		QUICK		LATE		TOTAL		QUICK		LATE	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
TOTAL	429	100	326	76	103	24	100	100	83	83	17	17	329	100	243	74	86	26
CCI	59	100	54	92	5	8	12	100	11	92	1	8	47	100	43	91	4	9
LECI	78	100	65	83	13	17	13	100	10	77	3	23	65	100	55	85	10	15
LOCI	29	100	21	72	8	28	10	100	9	90	1	10	19	100	12	63	7	37
MCI	80	100	65	81	15	19	21	100	17	81	4	19	59	100	48	81	11	19
ORW	15	100	12	80	3	20	7	100	7	100	—	—	8	100	5	62	3	38
OSR	152	100	99	65	53	35	34	100	27	79	7	21	118	100	72	61	46	39
SCCF	16	100	10	62	6	38	3	100	2	67	1	33	13	100	8	62	5	38

TABLE 3

STEADINESS OF EMPLOYMENT FOR THE EMPLOYED
VOCATIONAL GRADUATES BY INSTITUTION

INSTITUTION	ALL CASES						SAME OR RELATED						DIFFERENT					
	TOTAL		STEADY		SHORT		TOTAL		STEADY		SHORT		TOTAL		STEADY		SHORT	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
TOTAL	429	100	211	49	218	51	100	100	70	70	30	30	329	100	141	43	188	57
CCI	59	100	37	63	22	37	12	100	9	75	3	25	47	100	28	60	19	40
LECI	78	100	40	51	38	49	13	100	9	69	4	31	65	100	31	48	34	52
LOCI	29	100	9	31	20	69	10	100	6	60	4	40	19	100	3	16	16	84
MCI	80	100	40	50	40	50	21	100	16	76	5	24	59	100	24	41	35	59
ORW	15	100	9	60	6	40	7	100	6	86	1	14	8	100	3	38	5	62
OSR	152	100	67	44	85	56	34	100	21	62	13	38	118	100	46	39	72	61
SOCF	16	100	9	56	7	44	3	100	3	100	--	--	13	100	6	46	7	54

job. The meaning is one of steady employment over the parole period. "Short" refers to holding the obtained job for only a few months at most or being sporadic in working. For all cases, almost half (forty-nine percent) maintained regular, steady employment. For those working in the same or related field, this figure was seventy percent, while for those working in different type jobs, it was merely forty-three percent. This is certainly meaningful. Parolees employed in jobs for which they had been prepared in prison vocational schools were more apt to remain steadily employed. Perhaps they were more satisfied with their jobs than were those who could not find employment in their areas of training.

Reasons for leaving employment were not always reported. From those that were listed in the reports, the causes seemed to be: quitting, leaving for better job, being laid off, being fired, being arrested, or absconding.

Table 4 reveals the employment data for private or public sector. This is shown for total and each institution separately. Overall, ninety-three percent of the paroled employed graduates worked in the private sector of the economy and seven percent worked in the public sector. For those in the same or related fields, the number working in the private sector was ninety-nine percent. For those in different fields of work, the number was ninety-two percent. The number working on government payroll was small, then, for all categories. One goal of vocational education is to

TABLE 4

EMPLOYMENT IN THE PRIVATE SECTOR VS. THE PUBLIC SECTOR
FOR THE EMPLOYED VOCATIONAL GRADUATES BY INSTITUTION

INSTITUTION	ALL CASES						SAME OR RELATED						DIFFERENT					
	TOTAL		PRIVATE		PUBLIC		TOTAL		PRIVATE		PUBLIC		TOTAL		PRIVATE		PUBLIC	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
TOTAL	429	100	401	93	28	7	100	100	99	99	1	1	329	100	302	92	27	8
OCI	59	100	56	95	3	5	12	100	12	100	-	-	47	100	44	94	3	6
LECI	78	100	76	97	2	3	13	100	12	92	1	8	65	100	64	98	1	2
LOCI	29	100	28	97	1	3	10	100	10	100	-	-	19	100	18	95	1	5
MCI	80	100	73	91	7	9	21	100	21	100	-	-	59	100	52	88	7	12
ORW	15	100	14	93	1	7	7	100	7	100	-	-	8	100	7	88	1	12
OSR	152	100	139	91	13	9	34	100	34	100	-	-	118	100	105	89	13	11
SOCF	16	100	15	94	1	6	3	100	3	100	-	-	13	100	12	92	1	8

prepare and encourage graduates to be employable in private occupations. These figures indicate this has been accomplished with this population.

PAROLE OUTCOME

For the next two tables, the "Unemployed" and "Other" categories are included in the data, raising the total number to 589. "Final release" means discharge from parole supervision. "PVAL" means parole violator at large, or absconder, whereabouts unknown. "PV Returned" means returned to the institution for violation of rules or a technical violation. "PV Recommission" means convicted of a new felony. "Charges Pending" means new charges have been filed but disposition has not been reached. "Died" means deceased, no longer living. "On Parole" means the parole period is on-going.

Table 5 shows parole outcome for the graduates by total and by each institution. Overall, three-fourths of the graduates achieved final release from supervision. Five percent had absconded. Two percent were returned to institutions as parole violators and eleven percent were convicted of new felonies. Another three percent had charges pending, and it can be assumed most of these will be convicted. One percent died while on parole. The remainder (three percent) were still on parole.

When the graduates returned for new convictions and violation of parole rules are combined, the percentage is

TABLE 5

PAROLE OUTCOME FOR ALL VOCATIONAL GRADUATES BY INSTITUTION

INSTITUTION	TOTAL		FINAL RELEASE		PVAL		PV Ret'd.		PV Recomm.		Ch. Pend.		Died		On Parole	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
TOTAL	589	100	442	75	28	5	15	2	63	11	18	3	6	1	17	3
CCI	82	100	64	78	5	6	3	4	6	7	-	-	1	1	3	4
LECI	103	100	79	76	8	8	1	1	6	6	4	4	3	3	2	2
LOCI	48	100	26	54	2	4	4	8	12	25	1	2	-	-	3	6
MCI	111	100	86	77	6	5	2	2	9	8	4	4	-	-	4	4
ORW	15	100	12	80	-	-	-	-	3	20	-	-	-	-	-	-
OSR	200	100	157	78	4	2	3	2	23	12	9	4	2	1	2	1
SOCF	30	100	18	60	3	10	2	7	4	13	-	-	-	-	3	10

thirteen. This rises to sixteen if the charges pending category is added. This may be lower than the rates for the Ohio parole population overall.

Of some interest to the researchers was the category "Died." Certainly, this number was small (only six cases). Five of the six were from the reformatory type institutions, and four of them died violently. Three were shot by police and the other shot by a rival in a dispute over a woman. Only one reformatory parolee died of an accident. The lone prison vocational institutional graduate who died did so of natural causes. The point of interest is in the violent ending of the younger reformatory clientele. Perhaps they were more apt to be risk-takers and reckless in their behavior.

EMPLOYMENT STATUS BY PAROLE OUTCOME

Table 6 presents the employment status by parole outcome for the total graduate population. It is obvious that employed graduates performed much better than did unemployed.

Successful parole outcome as measured by final release was much greater for the employed (eighty-eight percent in the Same or Related and eighty-four percent in Different employment categories) than for the unemployed (thirty-nine percent). The "other" category fared well also with a ninety-three percent final release figure.

Returns to institutions, either as parole violators or as commiters of new crimes, were low for the employed (nine

TABLE 6

EMPLOYMENT STATUS BY PAROLE OUTCOME FOR ALL VOCATIONAL GRADUATES

Parole Outcome	TOTAL		SAME OR RELATED		DIFFERENT		UNEMPLOYED		OTHER	
	N	%	N	%	N	%	N	%	N	%
TOTAL	589	100	100	100	329	100	130	100	30	100
Final Release	442	75	88	88	275	84	51	39	28	93
PVAL	28	5	1	1	11	3	15	12	1	3
PV Returned	15	2	-	-	5	2	10	8	-	-
PV Recommission	63	11	9	9	23	7	31	24	-	-
Charges Pending	18	3	2	2	6		9	7	1	3
Died	6	1	-	-	2	-[a]	4	3	-	-
On Parole	17	3	-	-	7	2	10	8	-	-

a) Less than one percent

percent for either category) compared to unemployed (thirty-two percent). This is certainly meaningful. Moreover, the unemployed were more likely to disappear, known as absconder or P.V.A.L. (twelve percent). Since unemployment is often associated with return to criminal activity or with just "walking away," this finding is not surprising. Employment certainly seems to be associated with successful parole outcome.

THE REMAINDER OF THE VOCATIONAL GRADUATES

The total lists of graduates showed 650. Examination of the records yielded a useable number of 589. Sixty-one were discarded for reasons shown here. Thirty-six had not been granted parole. Three others had been paroled to detainers out-of-state and were not under parole supervision. One had his sentence vacated (set aside). Nine others had gone through two vocational schools and were duplicated on the lists, so they were discarded the second time. Six were paroled too late for the complete follow-up. For the final six, records were unavailable to the researchers. These were shown as "unable to find."

TABLE 7

THE DISPOSITION OF THE SIXTY-ONE CASES NOT INCLUDED IN THIS STUDY

Institution	Total	Not Paroled	Paroled to Detainer	Sentence Vacated	Duplicates	Paroled Too Late	Unable To Find
Total	61	36	3	1	9	6	6
CCI	13	12	1	-	-	-	-
LECI	11	6	1	1	-	2	1
LOCI	5	3	1	-	1	-	-
MCI	8	4	-	-	-	3	1
ORW	1	1	-	-	-	-	-
OSR	21	8	-	-	8	1	4
SOCF	2	2	-	-	-	-	-

SECTION IV

FINDINGS, CONCLUSIONS, AND RECOMMENDATIONS

Findings

Seven research questions were posed in the section on Procedure. In conjunction with those questions, the findings derived from the data collected in this study are:

1. The majority (seventy-three percent or 429 cases) of the vocational graduates were employed during the parole period.

2. Seventeen percent (100 cases) were employed in the same or related fields for which they were trained, and fifty-six percent (329 cases) were employed in different fields.

3. Of those employed, seventy-six percent (326 cases) obtained employment within a few months of release from prison and twenty-four percent (103 cases) secured employment at a later date.

4. For the employed, forty-nine percent (211 cases) held jobs on a steady basis, either on the original or subsequent jobs, and fifty-one percent (218 cases) worked on a short or sporadic basis.

5. For the employed, ninety-three percent (401 cases) held jobs in the private sector and seven percent (28 cases) held jobs in the public sector.

6. The total vocational graduates performed well in parole outcome with a seventy-five percent (442 cases) final release figure, a thirteen percent (78 cases) return to prison figure, and three percent (18 cases) charges pending figure.

7. Employed graduates showed a higher final release figure (eighty-eight percent for same or related, eighty-four percent for different with numbers of 88 and 275 respectively), compared with a thirty-nine percent figure for unemployed (51 cases). Employed graduates showed a lower return to prison figure (nine percent for both categories, with numbers of nine and 28 respectively) and charges pending figure (two percent for each category, with numbers of two and six respectively), when compared to unemployed (thirty-two percent, or 41 cases, returned and seven percent, or 9 cases, with charges pending).

Conclusions

On the basis of data collected for this study and the ensuing findings, the following conclusions were reached:

1. Inmates who graduate from vocational education programs while in prison are likely to secure employment upon release; therefore, formal vocational education appears to have a positive effect on employability.

2. Vocational graduates who obtain employment in job areas for which they were trained seem more likely to remain steadily employed than vocational graduates who are employed in jobs that were different than their area of training.

3. In general, vocational graduates who secure employment do so relatively soon (within four months) upon release from prison.

4. While vocational graduates demonstrate a strong likelihood of obtaining employment after release, the types of the jobs secured are frequently different from the job areas for which they were trained.

5. Although a portion of the vocational graduates also show a rather high unemployment figure, that figure (22%) is not a great deal higher than the figure (12.5%) for the entire state at the time of this study; moreover, most of the persons in the overall state average are probably law-abiding citizens without criminal records.

6. Vocational graduates appear to demonstrate a low incidence of returning to prison while on parole. The incidence of recidivism, during parole, for those vocational graduates who were employed is even lower than for those vocational graduates who were unemployed.

7. Vocational graduates who receive their training at institutions which produce a larger number of graduates (and thereby likely operate a larger number of vocational programs) seem to show better overall employment figures and parole performance than vocational graduates who receive their training at institutions which produce the lower numbers of graduates (and thereby likely operate fewer numbers of vocational programs).

Recommendations

Based upon the researchers' interpretation of the data in this study and their collective experience in vocational and technical education as well as in corrections in general, it is recommended that:

1. A specific research effort should be undertaken which investigates the overall relevance and efficiency of current vocational course offerings in Ohio's state prisons; this study should look at the relation of the courses to current job trends; the condition/age of equipment used in training; and the trade competency of the teachers.

2. Relevant vocational education courses in Ohio's prisons ought to be carefully expanded so as to include a greater number of inmates who can potentially benefit from vocational training.

3. Additional efforts should be put into establishing an on-going easily-tracked data collection system on inmates who are vocational graduates.

4. A specific research study should be conducted which compares the employment and overall parole performance of vocational graduates with all parolees from the same Fiscal Year; such a study also could set the stage for on-going annual comparisons.

5. Additional staffing and appropriate funding should be incorporated into departmental planning so as to ensure valid, on-going data collection and analysis as well as continued research inquiries.

In summation, the authors wish to stress that they are well aware of prevailing negative public attitude toward providing funds for vocational training for incarcerated persons. The researchers therefore wish to end this report of their follow-up study with a comprehensive, pragmatic statement on the issue of providing sound vocational training programs for inmates.

From their experiences with corrections and correctional education, the researchers are aware, as are other professionals in corrections, that many, perhaps most, persons committed to prison demonstrate both poor educational backgrounds and functional levels as well as poor employment records. If nothing is done to improve either or both of these deficient areas during incarceration, it follows that the inmates' return to illegal activities upon eventual release will be probable. Even if further crimes are avoided there remains an increased likelihood of continued public dependence through unemployment and/or welfare assistance. Including the time spent in prison at public expense, this can add up to continued outlay of tax dollars with little or no return.

On the other hand, if educational opportunities, particularly vocational, can be provided during incarceration and can be a factor, as the results of this study suggest, in reducing or ending ex-offenders' continued dependence on public funds, then it certainly must be viewed as a viable treatment intervention. Moreover, if ex-offenders are gainfully employed, they will be paying taxes rather than being supported by taxes. Whether or not this is indeed "rehabilitation" is a point of philosophical debate; ultimately it is cost-effective.